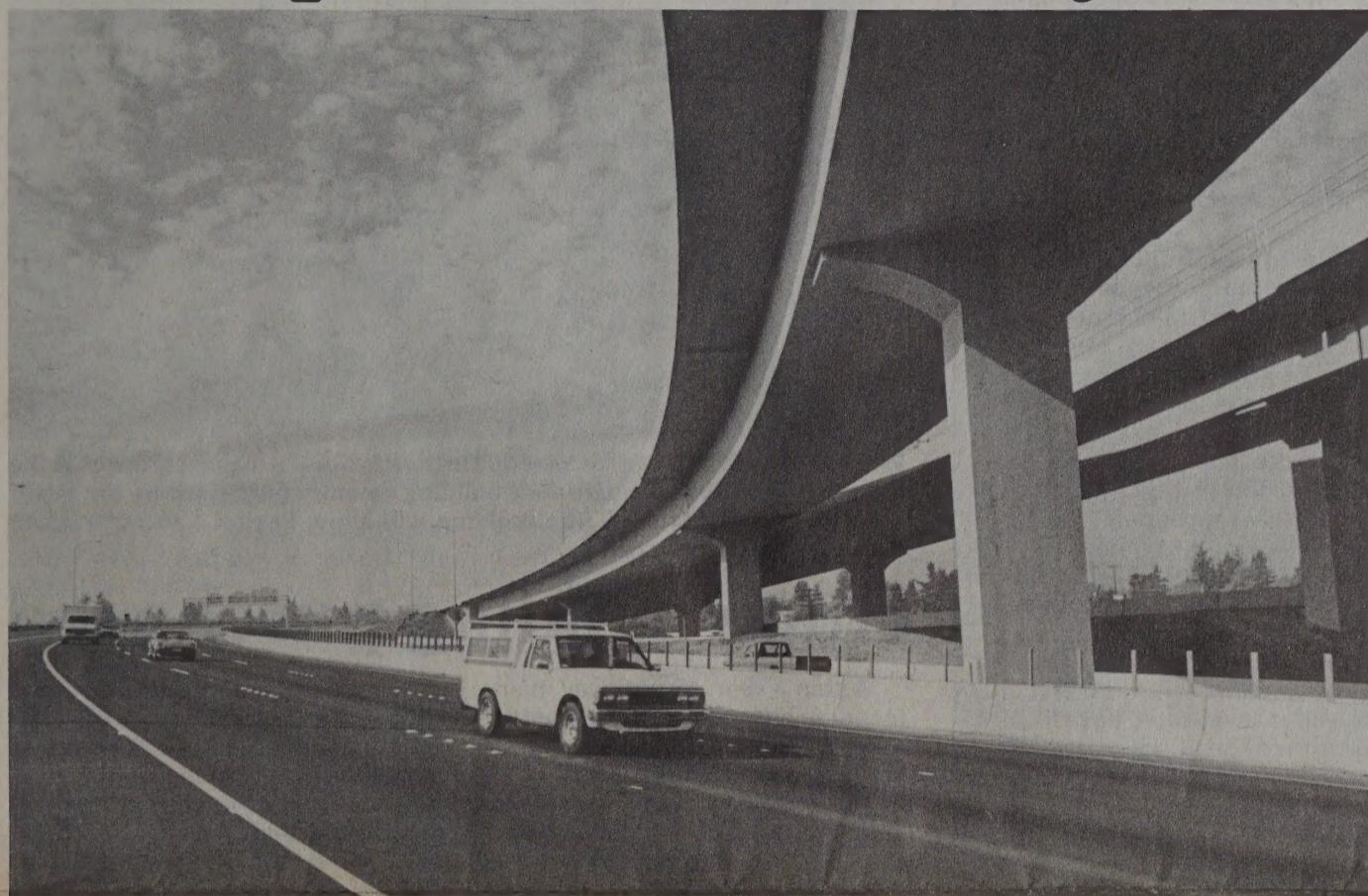


Complex Banfield job nears end



OPEN FOR BUSINESS--After three years of construction, Portland's Banfield Freeway is ready for a full

load of traffic. The six-lane, reconstructed roadway stretches from I-205 to Union Street.

Hardt praises all involved with project

It's all over but the shouting. And even that is scheduled.

Only minor work remains on the \$74 million Banfield Freeway reconstruction project in Portland. The giant job to upgrade the freeway and to accommodate a light rail system started in September 1982 following several years of planning.

To celebrate completion, the Highway Division and radio station KXL will sponsor the "Banfield Bash" Nov. 16.

Now that the impossibly complex job is done, Region 1 Engineer Ed Hardt looks back on it with amazement.

"Today, if someone proposed a project like this to me, I'd say, 'You've got to be kidding. There's no way to rebuild that freeway while keeping two lanes of traffic moving,'" he said.

Continued...Page 4

Supervisors appreciate their skills

Retirees beef up work force

Rather than being put out to pasture, several ODOT retirees were back in the harness this summer.

Both the returning retirees and division officials point out many benefits to this arrangement.

For two summers since retirement, Curt Baker has worked with Marilyn Almero, who assumed his duties managing the Parks Division's federal aid program.

"I love it. I call it my 'cash for retirement program,'" he said. "I travel throughout the state and keep in touch with people."

When working in the office, Baker finds an advantage to his 15 years of experience. "I can answer questions that require memory. It saves a lot of digging in the files," he said.

The Highway Division's District 2B office in Milwaukie called in retirees to help with two construction jobs that project managers were too busy to administer.

Maury Payne, district maintenance supervisor (DMS), hired retirees Mel Hubbard, a paving inspector, and Ted Inloes, utility engineer, to manage the projects.

Al Meyer, a section supervisor, and Ida Nielsen, district office secretary, also came back to help with statistical testing and random sampling during actual construction.

"If these people hadn't been available, we'd have been hiring strangers," Payne said.

This was the third summer that Hubbard has

worked since retiring in 1979. "It's sort of nice to see that, even if you've forgotten half of what you knew, you're still able to do some good," he said.

Smith French, retired personnel officer, said "I'm always surprised. Things come back, and in a week, I feel like I've been here full-time." His salary goes for special projects and trips, he said.

He's worked several weeks in ODOT personnel every year since retiring in 1969. "The basics of doing business stay the same; the rules and regulations just change," he said.

DMV Northwest Region Supervisor Carolyn Campbell, who has hired three retirees to fill temporary positions in field offices, agrees.

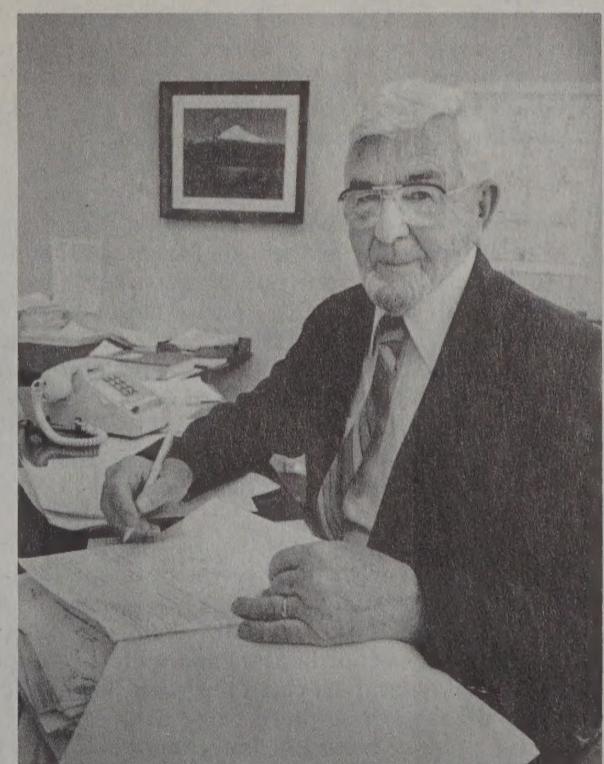
"Retirees get up to speed much faster than temporary employees," she said.

Elbert Keller, who was a DMV investigator, filled driver examiner slots this summer while full-time employees were on vacation.

"It all came back fast. I taught the subject for about seven years," he said. He uses the extra income to make his RV more comfortable.

Retired Project Manager Will Robertson learned the value of his experience while managing county projects in Region 4 near Sisters. "I was the only one on the project, including the contractor, with any experience in the particular type of overlay we were doing," he said.

Since he just retired last December, Robertson said he didn't have trouble adjusting to the full-time schedule, but he was surprised by the changes in paperwork requirements after only a



GOING STRONG--Since retiring as a personnel officer in 1979, Smith French, Salem, has returned each summer to work on special projects at ODOT headquarters.

few months.

Retired DMS Bob Lammert was buried in paperwork. He spent the summer gathering data for a pavement management project that Region 4 pilot tested.

Continued...Page 3

HIGHLIGHTS OF THIS ISSUE...

PAGE
3

A gerontologist gives advice for retirees and those contemplating retirement.

PAGE
4

Dave Talbot's tenure exceeds that of Samuel Boardman.

PAGE
5

ODOT will request permission to purchase a new main frame computer.

PAGE
8

To read the Candid Comments of 10 ODOT employees, turn to the back page.

A message from the director ...

A number of us just attended the annual meeting of the American Association of State Highway and Transportation Officials (AASHTO), which was held in Seattle. There were several items and issues discussed at the conference that would interest many of you.

Each year the new president sets forth a major area of emphasis for the term. It was significant that the incoming president, Tom Larson of Pennsylvania, plans to focus on the theme of innovative management. He elaborated on what Pennsylvania has done to improve management of the organization and, in particular, how new technology has been applied to management and operation of his department. I am impressed that quality management is established as a major priority for a professional transportation organization.



Also of significance is the fact that the outgoing president, Dick Braun of Minnesota, had made his priority the improvement of public affairs by transportation agencies. We all deal with the public in so many ways and at so many levels of the organization that that emphasis is certainly appropriate.

The major topic of debate was the relative success of the nation's disadvantaged business enterprise program. Many states find that it is not working as well as they would have liked or as well as Congress envisioned when the program was initiated in 1982. I have been appointed to a task force including representatives of each of four regions of the country to develop a positive approach to improving the program.

There was a continued high level of interest in national programs to improve highway research, to develop computer software packages to address transportation problems, and to improve means of sharing the results of these programs among states. This is certainly a worthwhile role for the organization.

○ ○ ○

Following the AASHTO meeting, the deputy director from the Pennsylvania Department of Transportation visited our department to learn more about our programs. He has also spent time in a number of departments around the country. At the end of the day here, he commented that he has never experienced a group of employees who were so "bursting with enthusiasm." He commented that every office he visited had employees who were proud of their work, anxious to talk about it, and seemed to thoroughly enjoy what they were doing. I was very pleased with the image of our department that he took with him.

○ ○ ○

One of the ways that I see pride and enthusiasm reflected is in the United Way campaign. What I have seen to date is a very healthy response for a worthy cause. I have been impressed with the enthusiasm of coordinators and with the cooperation of so many of our employees. I am convinced that positive, constructive efforts on campaigns such as these carry over to improved morale, a better sense of identity for the department as part of the community, and a more productive organization. I am certain, once the drive has ended, that we will be proud of the department's contribution to United Way.

○ ○ ○

I have asked you all to make a special effort to ensure a successful Affirmative Action program for the department. It is rewarding to note that the Department of Transportation was one of two agencies cited for outstanding programs in the governor's annual report. Keep it up.

Fred Miller



WIDE OPEN SPACES--Mike Spaeth, District 2-B office manager, inspects the interior of a 100,000-square-foot building recently purchased by the Highway Division in Portland. The building will allow Region 1 to consolidate several maintenance crews.

Huge building purchased

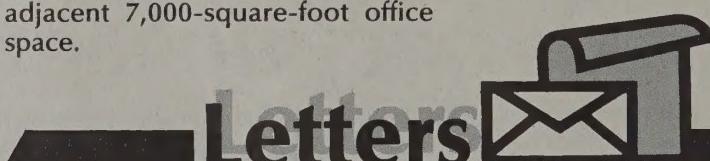
Within a year, 19 highway maintenance crews and three district offices will move into an enormous building in Clackamas.

The Transportation Commission authorized the \$1.2 million purchase in late September to consolidate operations of east Portland crews.

According to Region 1 Maintenance Engineer Bob Sandmann, districts 2B, 2C and 21 will share the 100,000-square-foot building and adjacent 7,000-square-foot office space.

Supervisors of the affected crews have started meeting to plan remodeling of the facility and to discuss ways the single site can contribute to increased efficiency, Sandmann said.

The new site offers better access to highway systems served by the crews, he said, since it is near I-205, 82nd Street and the Milwaukie Expressway.



Map pleases traveler

Director Fred Miller

I am writing to commend you for a fine job on your Passenger Services Map, and to thank you for thinking of those of us who use these modes of transportation.

I have traveled between Washington and California quite regularly. Since I dislike flying and driving, this map is made to order for my needs.

J.H. Vandermeer
Olympia, WA

Signs may save lives

Ed Hardt
Region 1 Engineer

On behalf of Metro Crisis Intervention Service, I thank you for installing signs on the Fremont Bridge that inform people of the 24-hour suicide counseling center.

Your willingness to become involved may save the lives of individuals thinking of jumping from this bridge.

The concern and cooperation that we have received from state, county and city officials regarding

this preventive program has been truly gratifying.

Laura Scolar
Executive Director



Oregon Transportation Commission

Anthony Yturri

Peter J. Brix

N.B. Giustina

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ODOT requests retirees consider returning to work

ODOT is starting to actively recruit retirees.

"With advantages for both the department and individual retirees, this just makes good sense," said Dale Beach, personnel analyst.

Beach credits Region 4 Engineer Dale Allen for suggesting retiree recruitment. Allen's region employed several retirees this summer, and he was pleased with their work. "They were all highly skilled," he said.

The department gains by having available a pool of experienced workers, Beach said.

Retirees have been particularly helpful in emergency situations. When an employee will be off work for a few weeks due to an injury, for example, the department needs an experienced temporary worker to fill the position. Otherwise, if an inexperienced person is hired, most of the time is spent in training.

Besides providing supplemental income, returning to work helps retirees stay proficient in their profession and keep friendships current,

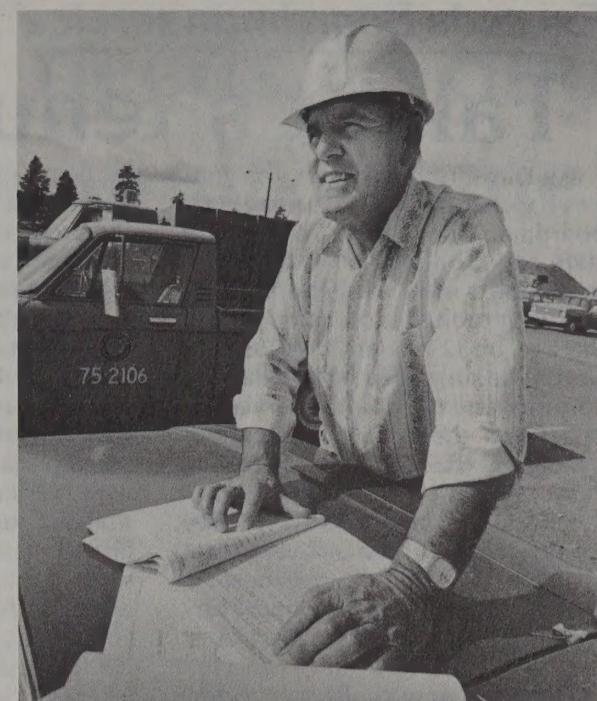
Beach said.

The Public Employees Retirement System (PERS) stipulates that retirees may work up to 600 hours in a year without affecting their retirement benefits. Social Security allows retirees to earn certain dollar amounts that increase annually up to age 69.

As we enter another retirement season, let's think about how to continue to capitalize on the expertise that is leaving us, in one sense, but will continue to make a productive contribution to the department if we work out the appropriate arrangements.

--excerpt from Fred Miller's column
October 1985

Beach encouraged interested retirees to complete the accompanying form and send it to the office where they last worked or to him at the ODOT Personnel Office in Salem.



ON THE JOB--Will Robertson, Bend, retired project manager, checks some of the paperwork that changed since he retired in 1984.

Gerontologist touts activity

Work good for retirees

Retirees are good employees. And employment is good for retirees.

"Older workers have less sick time than other workers," said

Retirees

Continued from...Page 1

The region also hired Bill Ivie, retired highway engineer, to assist with technical work on a recycling project.

Don Thurston, Klamath Falls DMS, believes the real potential from retirees is in training. "They can pass along their experience to new people or other employees," he said.

Gerald Workman, retired highway maintenance supervisor, worked for the district on patching jobs handled by district maintenance crews.

Besides supervising the crew, Workman trained several employees at the same time, Thurston said.

C.J. Smith, who just retired Jan. 1, spent two months this summer training his replacement, Al Howell, in the position of extra gang supervisor.

"It was kind of fun," Smith said. "After 25 years, it was a shock to quit all at once. I was glad to be back. I worked with good people who like to learn. It's easy to help people like that."

Jeanne Bader, Ph.D., director of the Center for Gerontology, University of Oregon.

"They are more attentive to their work, too," she said. "This is a generation of people with a strong work ethic. Putting one or two with younger employees can set a good pace for the whole work environment."

Meaningful activity, such as working part-time, offers important benefits to the retiree, she said. "Throughout the life span, regular physical and intellectual activity keeps oxygen flowing through the cardiovascular system and to the brain--thereby promoting good health."

"One of the best studies in gerontological literature concludes that an excellent way to live long and well is to have a plan for each day, no matter how modest the plan," she reported. "It appears that an investment in one's individual days fosters quality in one's later years."

She also provided advice to people contemplating retirement. "The issue seems to be one of choice. If people choose to retire, they thrive in retirement," she said.

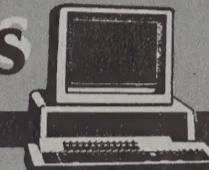
"If they feel that they have been retired before they personally would have chosen to retire, they may well suffer negative consequences in retirement, including illness and possibly even death."

Retiree Job Interest

NAME	PHONE
ADDRESS	ZIP CODE
LAST JOB OR CLASSIFICATION HELD AT ODOT	
PREFERRED JOB	
PREFERRED LOCATION	
SPECIAL SKILLS	
WHEN AVAILABLE (MONTHS, HOURS)	

Return to the office where you last worked, or to Dale Beach, ODOT Personnel, Room 419, Transportation Building, Salem 97310.

News briefs



Highway employee puts out car fire

A Salem Highway employee extinguished a car fire last month and helped the senior citizen driver push the vehicle out of traffic.

A. Courtney Gatlin, Highway shop supervisor, was driving home when he spotted the blazing car in the middle of a busy intersection. He pulled off the street and grabbed his fire extinguisher.

By the time firefighters arrived, the flames were completely out.

Rulien sets regular region engineer meetings

New State Highway Engineer Larry Rulien conducted his first region engineer meeting Oct. 25 in Salem, announcing that the group will now meet regularly every other month.

Section and branch managers also attend the meeting. "The purpose is to foster good communications and to discuss some of the more substantive issues that we must all deal with," he said.

Among topics discussed at the meeting were: six-year and highway modernization programs, the 1986 preservation program, and distribution of "ODOT Update."



Sixth ODOT division officially announced

ODOT has a new, full-fledged division--the Central Services Division--bringing the departmental total to six.

The division, administered by Deputy Director Bob Bothman, is designed to provide support services for the other divisions.

The new formal designation of the division was an outgrowth of organizational changes announced by Director Fred Miller in September.

Transportation committee plans bills

A joint committee on transportation, co-chaired by Sen. Jane Cease and Rep. Robin Lindquist, began hearings in October with testimony on allocation of the Highway Fund.

According to the interim committee's work plan, future hearings will focus on Tri-Met issues, motor carrier deregulation, transportation of hazardous substances, motor vehicle insurance problems, a proposed tax check-off for state parks, and various other technical issues.

As an outgrowth of its hearings, the committee will draft bills for introduction in the 1987 legislative session.

Highway seeks advice on cost study

For the first time, the Highway Division will seek advice from highway user groups during preparation of the cost responsibility study.

The study helps the Legislature determine a fair assessment of taxes among the various types of highway users. The current study is scheduled for completion by Sept. 30, 1986, for presentation to the 1987 Legislature.

"The input may change our way of doing the study or reporting statistics," said John Merriss, Planning Section economist.

The first meeting will be held Nov. 14 in the Transportation Building. Staff members will report on the progress of the study and on the major issues being considered.

Exceeds Boardman service

Talbot's tenure marks new Parks record

As Dave Talbot passes the longevity record of Samuel H. Boardman, the "father" of Oregon state parks, one thing remains constant-- he is still asking for help.

Talbot took the top Parks post at the age of 32 on Jan. 1, 1965. On Nov. 1, he surpassed by one day the 20 years and 10 months served by Boardman, the first superintendent.

Looking back nearly 21 years, Talbot recalls that "the first thing I did was ask everybody if they would please help me. In return, I promised I would do my best to keep from messing it up. They seemed to appreciate that. And they did help."

There are new challenges today, but he is still out front in his appeal

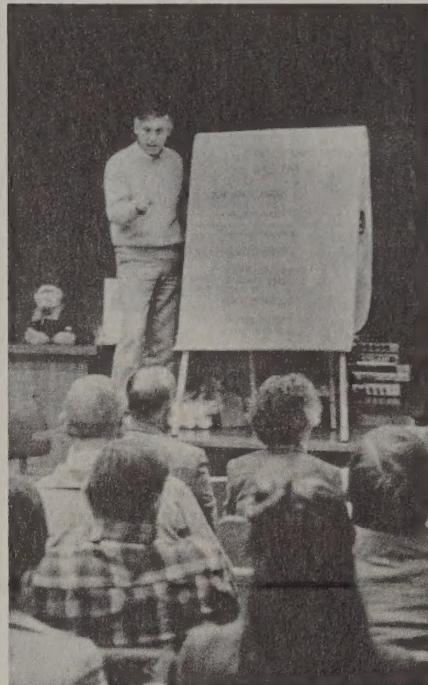


TABLE TALK-Sam Boardman, "the father of Oregon state parks," probably never addressed local citizens from the top of a table. Administrator Dave Talbot took his show on the road and onto the table last spring and summer to talk with Oregonians about the future of the park system.

Banfield nears end

Continued from...Page 1

The project was completed close to budget, and major sections were finished in time for Tri-Met's light rail installation to remain on schedule, he said.

There were also relatively few accidents or injuries for motorists or workers, he said.

For such accomplishments, Hardt credits Region Operations Engineer Al Harwood, project managers and crew members. "They handled all details of the job with tender, loving care," he said.

The region's transportation analysis manager, Tom Schwab, also praised Portland motorists, local media and Highway maintenance crews for making the project move smoothly.

Many drivers helped by staying off the freeway. The number of trips per day dropped from more than

Correction

A caption on page 3 of October's VIA mistakenly identified Charles Anhorn as Martin Stevens. We apologize for this error.

for help--this time from Oregonians and others who are being dealt into the process of helping care for and shape the state parks system.

Talbot remembers his early years as a scramble to satisfy the demand for recreational opportunities.

The building program dominated everything in the late 1960s and early 1970s, he said. The role of the division also began to change with addition of special responsibilities such as beach protection, historic preservation, federal and state grant programs, scenic waterways and the Willamette River Greenway.

"It doesn't seem possible now," he said, "but there seemed to be enough money for whatever needed to be done. We put a dollar sign beside it and cranked it into the budget."

In 1980 the electorate moved the Parks Division from the Highway Fund to the General Fund during May.

Direction questioned

Talbot has no philosophical quarrel with the decision by Oregonians to move the division to the General Fund for support by all taxpayers of the state. A later Cost Responsibility Study, aimed at determining who should pay for state parks, confirmed the wisdom of the voters, in his view.

Unfortunately, the switch took place at the same time Oregon entered a prolonged recession. The result "was like a cold shower. But it was good for us. Whatever the 1990s hold, we will be ready," he pledged.

Talbot said the division "is still trying to figure out who we are in terms of what kind of system we want and who is going to pay for it. We're reaching out to the users, trying to better utilize the parks."

The outreach process has embraced ideas such as organized events in the parks, creation of vol-

Boardman -- 'father' of parks

Who was Samuel H. Boardman?

The program notes from the Aug. 7, 1970, dedication of the Samuel H. Boardman Monument at the park of the same name describe him as:

"...a man whose ceaseless efforts in behalf of the people of Oregon resulted in the acquisition of much of the land which makes up today's modern state park system."

"Sam Boardman was Oregon's first state parks superintendent, serving in this capacity from August 1929 to July 1950. During his tenure as superintendent, more than 50,750 acres were added to the state parks system, increasing it from 6,444 acres in 1929 to 57,195 acres in 1950.

"In his philosophic way, Mr. Boardman was able to persuade many people to donate land for



Samuel Boardman

park purposes. Some 99 gifts of land totaling 18,762 acres were donated to the state during Mr. Boardman's term in office."

unteer cooperating associations and plans for the first Governor's Conference on the Future of Oregon State Parks Dec. 2 and 3 in Salem.

Use of volunteers is "not as neat or as convenient or as efficient as in the good ol' days when we had all the money we needed to hire personnel," Talbot said. "However, we need citizens to help us now, and we'll be stronger for it."

Public involvement and participation is a major new part of his job, and he anticipates it will be of continuing, increasing importance. The type of help he hopes is generated by participants at next month's conference will probably get close to his goal of building a secure future based on public understanding.

Talbot, by his own admission, has passed up opportunities to take charge of other park systems. He jokes that he has been "too busy having fun" in Oregon to look elsewhere, but there is an element of pride, also.

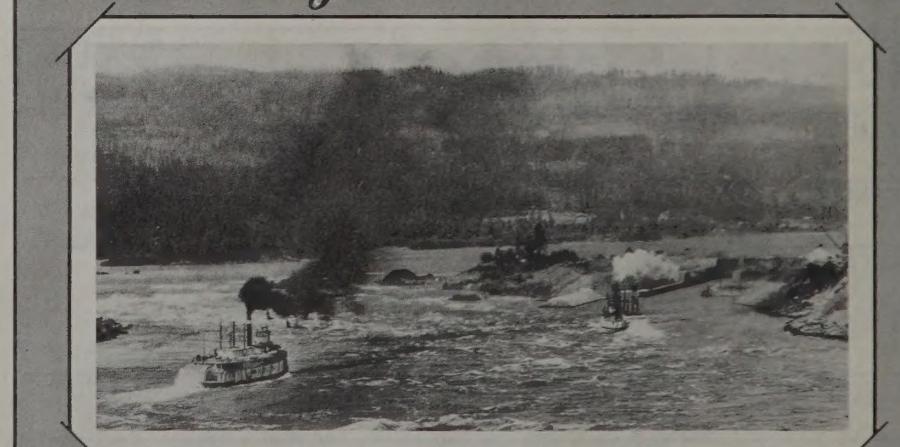
"We have the reputation of being the best in the country. How do you improve on that?"

And the pride is shared equally throughout the Parks "family," in his view. Oregon parks are different because of the "really nice men and women out there in green uniforms who take care of the parks and the public. Pride is the key. Pride causes them to really do things that apparently don't happen in other places." In the final analysis, he said, "All I get done is what our people do for me."

At the age of 52, Talbot is the second longest serving state park administrator in the nation, trailing only his counterpart in Kansas. He has served four governors, including Mark Hatfield, Tom McCall, Bob Straub and Vic Atiyeh.

He suspects that the late Mr. Boardman would approve of what has been done to his state park system. At any rate, Talbot believes "the greatest compliment I could receive would be for Sam to say, 'Dave, you've done a good job.'"

Way Back When...



STEAMERS--This early-1900 photo is from a collection of Savage Scenic Photos of Northwest attractions. It shows steamboats in the rapids approaching Cascade Locks on the Columbia River. The photo was taken from the Columbia River Highway. (Photo courtesy of Dennis Hayden)



STITCHED STEEL--Highway Engineer Dave Foster, left, examines rebar on the Third Street Overcrossing in Bend. The steel adds strength to the concrete deck that will be poured in place. The project widened the bridge from two lanes to four, as did a similar job on the North Canal Bridge nearby. Bend was the site of other bridge work this summer, too. A new overcrossing was built to take Division Street over Greenwood, creating a downtown bypass route. Opening ceremonies for this project were held Oct. 25.

All special plates eyed

Staff watches for dirty words

Part of Marilyn Vinas's job is to know dirty words in foreign languages.

That's just one aspect of managing the Special Plates Subunit of DMV's Validation Unit.

With a slang dictionary at her side, Vinas reads lists of messages that Oregon residents have requested to display on custom license plates. She checks the combinations of letters and numbers to make sure they conform to DMV standards.

She denies applications based on a four-page administrative rule defining unacceptable words or connotations. General unacceptable categories include words or connotations of a sexual or vulgar nature, and drug-related words. Also prohibited are expressions of a religious nature, and ethnic words that are offensive or disparaging.

DMV staff members proficient in Vietnamese, French, Spanish and German also check the list to spot foreign expressions in these categories.

Check for duplicates

Vinas said most messages are acceptable, usually incorporating the driver's name in some manner. For instance, Shellie Vowles has AEIOU and Bill Precise has BEX-ACT. Vinas has a few favorites, such as 10SNE1 and LQQKIN--"On the plate, the Qs look like little eyes," she said.

Vinas pointed out that the restrictions are not only to protect the public from offensive messages. Plates that are objectionable under DMV guidelines are more prone to vandalism and theft, she said.

Another time-consuming task for issuing custom plates is checking a list of 20,000 current plates against

new requests. Vinas and her two staff members must check a manual file to be sure that no plate is duplicated. Next year, she plans to enter the existing list into a computer system to speed this process.

She said many people don't renew custom plates after the initial two-year period. "Many don't remember that the \$50 additional fee must be paid with each renewal," she said.

The unit also issues a number of other special plates, including those for top state officials, senators, representatives, disabled drivers, disabled veterans and ex-prisoners of war.



PLATE WORK--Working behind a display of several types of special plates issued by DMV are employees of the subunit that processes requests for the plates: front, left, Judy Dunn and Eva Phillips; back, left, Virginia Neimeyer and Marilyn Vinas.

ODOT needs to buy big new main frame

ODOT will request purchase of a new main frame computer a year earlier than anticipated, due to a 40 per cent annual growth rate in use of the existing unit.

The Transportation Commission has authorized ODOT to ask the Legislative Emergency Board to speed up the computer purchase.

"Use of computers is the name of the game in the future," said ODOT Deputy Director Bob Bothman. "The department is moving rapidly into the computer age, and adequate main frame capacity is a must to support our staff."

ODOT bought its current computer, a used IBM 3033, from the Executive Department in early 1984, according to Harry Anderson, manager of the Information Systems Section.

"We had estimated a 15 percent annual growth rate in computer use, and we expected the unit to last through this biennium," Anderson said.

The greatest surge in use has occurred since April of this year, Anderson said. The busy Highway Division construction season, E-

mail, installation of STARS, and general growth in all areas have contributed to the increased demand, he said.

Anderson noted that the industry recognizes the maximum practical use of a main frame system to be 70 per cent. ODOT's computer reached this level in April. Now the system is above the 80 per cent level, causing some delay in service to computer users, he said.

Even the growth in the number of microcomputers in the department has contributed to the overload.

"People assume that microcomputers decrease main frame use," Anderson said. "Actually they add to the system's work load because nearly all microcomputer users want access to the main frame or want to go through it to communicate with others."

Programs won't change

Upgrading computers due to accelerated use has caused disruptions during the past two years. ODOT is seeking a new system that will meet its needs for the next five or six years, Anderson noted.

"We plan to install the latest technology that can be upgraded, at a future date, without replacement of the whole system," he said.

He estimated the cost to be between \$4 million and \$5 million.

The new equipment will be IBM or IBM-compatible so it will run all current programs with no changes.

Anderson hopes the new system can be installed as soon as possible--no later than February.

"I think of our proposed purchase like a highway construction project," he said. "The Highway division usually buys enough right-of-way for future widening and improvements. Our proposal would lay the groundwork to meet future demands."

Years 5 Ago

Clean-up from a second, though minor, eruption of Mount St. Helens was described on the front page of the November 1980 VIA.

During a two-day period in mid-October, steam and ash spewed from the mountain.

Other articles in the issue included:

- Gas tax revenues for September were 15.5 per cent below the department's forecast.

- The Transportation Commission approved \$919,000 for the next biennium to install the first phase of a computerized Drivers License Issuance System in DMV offices.

- A survey showed that inflation, high gasoline prices and volcano publicity had little effect on vacation plans for most Oregon tourists.



LENGTHY REPORT--DMV employees Laura Mathis, left, and Kathy Johnston work on opposite ends of the daily office report generated by the new Driver License Issuance System (DLIS). The two women are employees of the north Salem DMV office that is testing the system. One of the early surprises in the test was the length of the daily report--up to 125 feet of printout. The report contains the previous day's registration and driver license transactions, individual employee cash balance, and list of items issued such as license plates and stickers.

United Way offers prizes to campaign participants

Besides receiving a good feeling from helping others, participants in this year's ODOT United Way campaign will get a chance at several raffle prizes.

"We wanted to increase the number of employees giving to United Way this year, and the division coordinators came up with the idea," said Ed Marges, Highway Program Section, who is in charge of the annual ODOT campaign.

"Our message is 'We don't care how much you give. Just give what you feel you can afford or want to give,'" he said.

Employees returning the United Way donor cards will be eligible for prizes, including:

- A raft trip provided by the Parks Division.

- An airplane ride from the Aeronautics Division.

- One-hour professional clown service for residents of Marion or Polk counties.

- Four separate tickets that will entitle winners to have lunch with the ODOT administrator of their choice.

Marges pointed out that the raft and airplane trips will be provided at no additional cost to the state. Winners will join other scheduled trips on a space-available basis. The raffle will be held Nov. 13.

For the past two years, the High-

Suggestions

Allen Myers, highway engineer, and Mike Lick, engineering technician, both of Klamath Falls, received a certificate for their suggestion for filling sample sacks with aggregate.

way Division has been the top contributing state agency in the Salem area, Marges said. "We intend to keep that honor and to increase the number of Highway employees donating from 36 per cent to 40 per cent," he said.

This is the fifth year that Marges has been involved in the campaign. "United Way appeals to me as a common sense way for all these agencies to combine their financial campaigns," he said.

"Most of us with steady jobs and good health don't even know that many of these agencies exist, but they provide tremendous services with small budgets," he noted.

"I like to think of it as Christmas early--a chance to give to others."

Safety awards

Traffic Signal Services; Leon Storno, supervisor; 300,000 hours.

Basque Maintenance; Virgil W. Lewis, supervisor; 12 years.

Austin Maintenance; Wayne W. Anderson, supervisor; 200,000 hours.

Ukiah Maintenance; Danny Ryan, supervisor; 250,000 hours.

Cape Blanco Park; Dudley Rankin, supervisor; 50,000 hours.

Reg. 4 Highway Division Office; Dale Allen, supervisor; 150,000 hours.

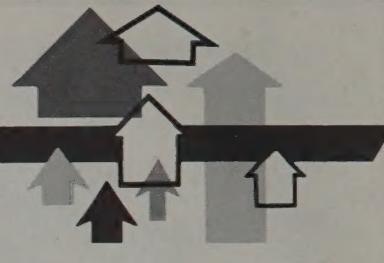
John Day Maintenance; Hershel Malone (deceased), supervisor; 150,000 hours.

Hat Rock Park; Robert Franklin, supervisor; 12 years.

McMinnville Maintenance; Richard Thomas, supervisor; 150,000 hours.

Sweet Home Maintenance; Loyd

Moving up



Central Services

Robert Bothman, assistant state highway engineer to deputy ODOT director, Salem.

Barbara Hawley, secretary to administrative assistant, Salem.

Jeanne Jones, clerical assistant to clerical specialist, Salem.

Highway Division

Patrick Adams, engineering aide (EA) to engineering technician (ET) 1, Portland.

Paul Cook, EA to ET 1, Portland.

James Duckworth, highway maintenance foreman (HMF) 1 to HMF 2, Ontario.

Paul Ferrigno, highway maintenance worker (HMW) 3 to HMF 1, Oakridge.

James Hortsch, ET 1 to ET 2, Salem.

Gordon Long, EA to ET 1, Portland.

Myra Marker, clerical assistant to secretary, Salem.

Brad Myers, EA to ET 1, Newport.

Jeff Nessl, ET 1 to ET 2, Milwaukie.

Colette Olsen, EA to ET 1, Salem.

Bernard Perry, laborer 1 to HMW 1, Portland.

Jerry Powell, HMW 1 to HMW 2, Roseburg.

Larry Rulien, assistant director for administration to state highway engineer, Salem.

Rodney Sharp, laborer to HMW 1, Portland.

Herbert Shaw, highway engineer 3 to supervising highway engineer B, Ontario.

Thomas Shira, HMW 2 to HMW 3, Austin.



Myra Marker, secretary



Keith Sharp, MVR 2

Motor Vehicles Division

Jean Abbott, data entry operator to clerical specialist, Salem.

Cynthia Ayers, clerical assistant to data entry operator, Salem.

Nancy Bradbury, motor vehicle representative (MVR) 1, West Portland, to administrative assistant, Salem.

Robert Carter, MVR 1, Hermiston, to MVR 2, Pendleton.

Barbara Case, clerical assistant to clerical specialist, Salem.

Chanel Conrow, clerical assistant to data entry operator, Salem.

Wendy Haber, clerical specialist, Salem, to MVR 1, West Portland.

Timothy Landgren, clerical assistant to laborer, Salem.

Yvonne Long, data entry operator to clerical specialist, Salem.

Jeannie Reed, clerical assistant to data entry operator, Salem.

Keith Sharp, MVR 1, Grants Pass, to MVR 2, Medford.

Vicky Wrightman, clerical specialist, Salem, to MVR 1, Hillsboro.

Michelle Wynia, data entry operator to clerical specialist, Salem.

Holiday events start this month

It's not too early to start thinking about holiday activities at ODOT, since some begin this month:

- Toys and Joy for Needy Kids. Deposit unwrapped toys in con-

tainers in the ODOT lobby between Nov. 25 and Dec. 18.

- Start now to work on entries for the handmade Christmas tree ornament contest. Deadline is Dec. 11. The winner will receive a certificate at the annual ODOT Christmas tree trim Dec. 13.

- Mark your calendar for the annual retirees' reception Dec. 13 in Salem honoring 1985 retirees and former retirees.

More details and other events will be included in December's VIA.

Retirements

Billie Berg, computer operator, Central Services, Salem, after 38 years with the department.

Peter Bowers Jr., engineering geologist, Highway Division, Roseburg, 11 years of service.

Dean E. Nelson, highway maintenance supervisor, La Grande, 13 years of service.

Leslie M. Taylor, laborer, Highway, Portland, 13 years of service.

Charles F. Pickle, highway maintenance worker, John Day, after 30 years of service.

On the job with Marla Gaarenstroom

By Monte Turner
Managing Editor

Marla Gaarenstroom's friendly smile and quick laugh must be as welcome to weary travelers as the oasis she helps manage at Farewell Bend State Park.

Whether you're driving from east or west on I-84, the sight of the distant cluster of green trees clinging to the edge of the Snake River is a welcome relief from the monotony of the brown hills that roll endlessly to the horizon.

The slender assistant manager fits well in this park with its mixture of sights and sounds--abundant water in the midst of the eastern Oregon desert; Canadian geese where there's no sign of other wildlife; an 18-wheeler breaking the solitude when it pulls into the nearby weigh station.

Gaarenstroom exhibits some of the same persistence and adaptability that help the park survive in its mixed environment.

She came here eight years ago as a ranger 1, unsure of herself and her future with Parks.

"I told myself I'd stay for six months, then transfer," she says.

The native Oregonian was raised and educated in the Willamette Valley and Portland. She had never ventured to eastern Oregon, but when working as a park aide in Astoria, co-workers jokingly warned her that if she didn't do well, she'd be banished to Succor Creek--a primitive campground in the southwest corner of the state.

"And here I was, willingly taking a job in the same area," she chuckles, her big, brown eyes dominating her face.

But Succor Creek didn't live up to its bad reputation. "I found a beautiful gorge where eagles live," she says.

Within two years she advanced to ranger 2, and in 1983 moved up to her current position. Instead of leaving in six months, she became a persuasive promoter of the area.

"People say there's nothing to do here, but just 15 minutes on a hot summer day can be refreshing if you stretch out on the lawn or wade in the river. You might see a hang glider on the sand dunes at the other side of the river or watch goslings march down to the water.

"And if you have a day or two,

vens near Astoria between college terms. "The first summer all I did was clean restrooms. The next summer I went to the other extreme and worked in a registration booth," she recalls.

This experience and a growing interest in ecology led her to change her college major to recrea-

worked part-time in a drug education and counseling program.

"Your brain is like a muscle. You must use it or it atrophies."

Two years in Reno was long enough. She returned to Portland, unsure of her next step. Then Owen Lucas, her former Parks supervisor, called and encouraged her to apply for the ranger 1 position at Farewell Bend.

She's no longer uncertain about the future. "I feel the urge to move on--to let this park get some new blood," she says. "I want to be manager of my own park."

She's confident this will happen. "What I like about Parks is that there are many possibilities."

But she admits that a change won't be easy. "I'm comfortable here. I know the crew and what to expect."

Her marriage two years ago is another factor. "I have to consider my husband's career opportunities in a new location," she says.

Her husband, Roger Shepherd, is a surveyor with the U.S. Forest Service. He works near McCall, ID, eight days straight, then has six days at home.

When he's away, Gaarenstroom's busy with her own job and other interests. She's a member of the American Association of University Women and helped create a shelter and support programs in Ontario for domestic violence victims.

When both she and Roger have time off, they work together on remodeling an older house.

She says they are accustomed to the regular separations. When they were first married, they had a similar schedule because Roger worked near John Day.

"I wouldn't know what it would be like to be together all the time," she laughs. "It would be an adjustment, but I've spent my life making adjustments."



TIME TO TALK--Gaarenstroom says park visitors in the fall are mostly seasoned campers who know

says. "You have a routine, but often the work doesn't get done systematically. If the water tank is low, your plans for the rest of the day change."

"You need to feel, 'I can handle anything in a pinch,'" she says.

She trained for the varied job roles working summers at Ft. Ste-

tion resource management. But after graduation, there were no jobs available in the Portland area.

"I needed a change, a chance to establish myself," she says.

She made a radical change. Just days after ending her summer job at tranquil Ft. Stevens, she was a keno runner on Harrah's main floor in Reno. She lasted three days.

what they're doing. "We're busy, but we have a few more minutes to visit," she says.

"I told the personnel people, 'This isn't the job for me.' I guess they were impressed with my honesty. They quickly found me a job working in the hotel's recreation center."

Even though she worked up to be supervisor, the job wasn't challenging. To keep stimulated, she

and enjoy the trip," he said.

In the spring and summer, Bob keeps busy with yard and garden work. Other interests include stamp collecting and genealogy.

Retirees report

game, Art is playing. He's on a slow-pitch softball team that competed in one tournament.

"I walk two miles a day and talk with the roadrunners, quail, coyotes, birds and nice people," he reported.

During the summer they returned to Oregon and visited many ODOT employees. "Say hello to all my friends that I was unable to see and, of course, my family, the weighmasters," he said.

Bob Prange, Salem, ret. local programs supervisor 1982.

"Retirement is the greatest thing

that ever happened to me," Bob said. "I think it was a bigger adjustment for my wife than for me."

"Every day is Saturday," he said, except Sunday when he goes to church.

In his week of Saturdays, Bob and his wife, Bernice, like to fish and travel.

They enjoy visiting their son and his family of four daughters ages 3-15 in Federal Way, WA. This summer they all traveled to Disneyland together.

Bob and Bernice have also traveled to Reno a few times. "We like to drive about 350 miles per day

Art Shelley, Green Valley, AZ, ret. chief weighmaster 1983.

"We have been following the sun," said Art in a recent letter.

He and his wife attended several major league spring training games from Yuma to Phoenix. "My wife got a thrill when she had her picture taken with Goose Gossage of the Padres," he said.

When not watching the



Looking for work?

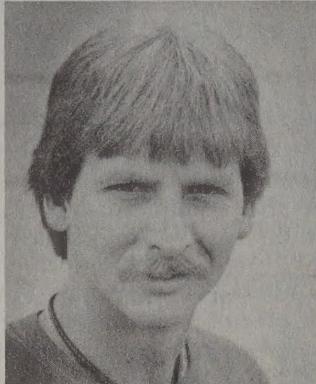
The Department of Transportation is surveying retirees to learn their job interests.

Be sure to read the article on page 3 and complete the accompanying form if you will be available to work during the next year.

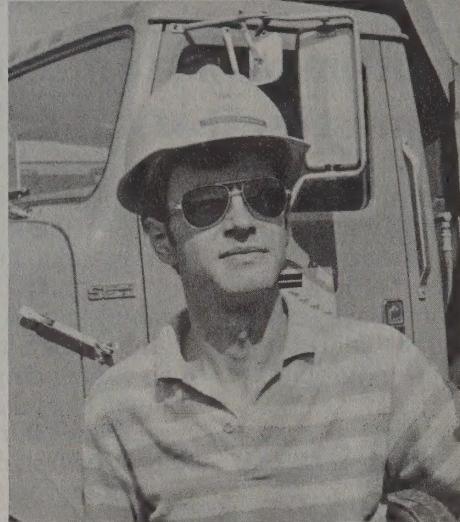
CANDID COMMENTS

How does your job change when winter comes?

Richard Bax, HWY Highway Maintenance Worker Portland



Sallie Jacobsen, Parks Management Assistant Champoeg Park



Ken Stoneman, HWY Project Manager Salem



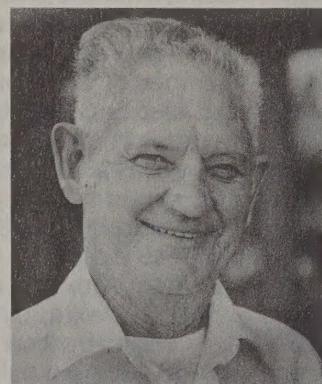
Don Thurston, HWY District Maintenance Supervisor Klamath Falls

Darlene Longley, HWY Engineering Aide Corvallis



Richard Bax

If it snows, I'm running a snowplow or sander, working 12-hour days. Otherwise, I'm on the landscape crew pruning and applying herbicides.



Joe Hubler, DMV Office Manager Bend



Stephanie Zoref, HWY Engineering Technician Portland

Sallie Jacobsen

I get to go outside. During the summer, my activities are restricted to the visitor's center working with volunteers and developing special events. During the off-season, I get to spend about half my time working in the field on maintenance projects, such as building renovation and water system projects.



Al Schellenberg, Aeronautics Highway Maintenance Supervisor Salem

Ken Stoneman

My office's work changes considerably. During the summer, we are heavily involved with construction projects, and we put in long hours. During the winter, our efforts concentrate on surveying and designing new projects, as well as finishing paperwork on the completed construction projects.

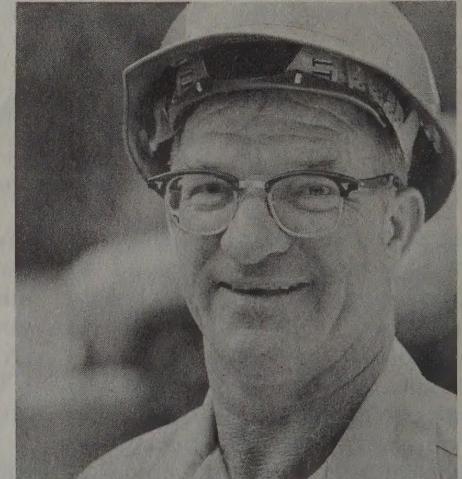
Don Thurston

The change from summer to winter season in maintenance has a major impact. We are trying to finish summer work before the snow flies. It means winterizing equipment, changing dump trucks to sanders, installing snow poles, hiring winter help, changing work shifts, and reporting road and weather conditions.

Darlene Longley

As the construction season comes to an end, the pace slows down, and location surveys start. The office work intensifies: assembling the necessary documentation for semi-finals and certifications from previous construction projects.

Rhonda Wood, DMV Office Manager Hood River



Dean Muilenburg, Parks Park Manager Wallowa Lake

Joe Hubler

In the winter, our work load eases up quite a bit. In addition, most employees have used up their vacation time, so it is easier to schedule them.

Stephanie Zoref

During the summer, I split my time between the field and the office. For me, the major difference in winter is less field work. In the office, the pace slows as construction winds down. This allows me the chance to learn more about office procedures and policies.

Al Schellenberg

Our summer work is primarily spraying, mowing and seeing that we keep the airports safe, neat and fit. Our winter months are spent catching up with maintenance and other jobs that the fast-paced summer wouldn't allow us to do. We patch runways damaged by frost and rain, clean culverts, and work on beacon and runway lights.

Rhonda Wood

The work load decreases in terms of driver tests. However, the winter business picks up as Sno-park permits are issued, and we report road conditions to travelers.

Dean Muilenburg

It's the time to do maintenance, clean-up and repair work. We closed all the parks Oct. 14, so we have drained water lines and locked the buildings. Our crew dropped from 18 people to four. Later in the winter, we will plow snow to keep the road open to Joseph for the school bus.